

2026 CITY OF SAN JOSE – AEA, AMSP, AND CAMP NEGOTIATIONS

CITY COUNTERPROPOSAL TO IFPTE PROPOSAL #11 – LEAVES OF ABSENCE POLICY

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE
AND

THE ASSOCIATION OF ENGINEERS AND ARCHITECTS (AEA) IFPTE, LOCAL 21
ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL (AMSP) IFPTE, LOCAL 21
CITY ASSOCIATION OF MANAGEMENT PERSONNEL (CAMP) IFPTE, LOCAL 21

Leaves of Absence Policy

The City of San José (City) and the Association of Engineers and Architects (AEA), the Association of Maintenance Supervisory Personnel (AMSP), and the City Association of Management Personnel (CAMP) hereby agree to the attached changes to the Leaves of Absence Policy. The attached changes will become effective as soon as practicable once this can be implemented for all City employees.

This Agreement is considered part of the tentative agreement for a successor MOA between the parties and shall become effective only as part of the overall tentative agreement for a successor MOA, and when signed by all parties below and approved by the City Council.

FOR THE CITY:

FOR THE UNION:

Aram Kouyoumdjian Date
Director of Employee Relations
Director of Human Resources
City of San José

Krista De La Torre Date
Business Representative
IFPTE, Local 21

Aric Johnson Date
President, AEA, IFPTE, Local 21

Jesse Perez Date
President, AMSP, IFPTE, Local 21

Michael Jun Date
President, CAMP, IFPTE, Local 21